



RTBU NSW LOCO DIVISION

NEWSFLASH

February 6, 2020

QUBE Enterprise Agreement

QUBE has now sent out their proposed Enterprise Agreement for Members/Employees to vote on. This proposed EA has not been endorsed by your RTBU NSW Locomotive Division EA Negotiating Team.

There are still 3 major outstanding issues as follows:

- **Sydney multiple Depot Locations** – It appears that QUBE thinks that the Sydney Crews are like Gypsy Drivers and that they can sign on anywhere within the Sydney Area. While the current Enterprise Agreement has 3 locations (Minto, Yennora and Botany), which currently do not meet any basic requirements, they now want to include Moorebank and Cooks River as new locations. While you as a rail safety worker have to put up with no secure car parking, little or no meal room, and no facilities for storing PPE etc., you can be assured Management don't miss out and make sure their basic needs are met! Workplace fatigue and stress is a serious issue for Train Drivers which is why your negotiating team cannot agree to what the Company is proposing and the continued refusal by the Company to provide suitable and agreed facilities at all locations.
- **Sunset clause** – QUBE continues to reject the inclusion of this clause. QUBE's position is that with your pay not increasing after the EA expires, you are more likely to negotiate and agree to inferior conditions just to make sure you don't miss out on any increase when due. Look at what has happened with the last 2 Enterprise Agreements with both going well beyond their expiry dates with no back pay. The company cannot be forced to or is required to pay back pay and this is why your Negotiating Committee believes a sunset clause is so important!
- **Pay increase** – QUBE maintains its latest position of a 3-year agreement with a 3% pay increase for each year is quite generous. While it may be generous to them, the biggest issue we have is that, as Train Crew, you are still way behind other operators.

The NSW RTBU Locomotive Division Delegate Enterprise Agreement bargaining team has decided that we cannot support the proposed agreement due to the items listed above. We are therefore encouraging all members to VOTE NO to the proposed Enterprise Agreement.



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By now you should have received your proposed Enterprise Agreement with voting instructions from CorpVote. If you haven't received anything, then you should contact QUBE and advise them immediately. Remember, this is your agreement and this is your time to have your say. By law, you are to have the proposed Enterprise Agreement for at least 7 days before you can vote. Voting will open on Thursday 13th February 2020 at 12 pm and close on Saturday 15th 2020 at 6 pm. If you can't vote during this time you are to advise QUBE to work out an alternate method to allow you to participate in the Vote.

If the Enterprise Agreement is voted down again, there is only 1 thing left to do and that is to file in the Fair Work Commission (FWC) for an order that will allow members to take some form of protected industrial action through a ballot. If you are not sure if the home address that you have listed with QUBE matches the one on the RTBU membership system, please get in touch with the Union on 02 9264 3400.

QUBE has once again threatened our members that if you take any form of protected industrial action, any chance of back pay will be removed. Your last pay increase was due in April 2019. By not paying back pay, QUBE will be holding on to over 12 months of your pay.

Remember: if you are not a member of the RTBU or if your address with QUBE does not match the address on the RTBU system, then you will not be able to vote in any protected action ballot that is sent out by the FWC nor take any protected action with your fellow Union workmates.

Not a member? Then join today! This is this best opportunity for everyone to become an RTBU Locomotive Division member to achieve the best possible outcome for your Enterprise Agreement. If you have any questions, please contact your local Delegate or the RTBU Head Office on (02) 9264 3400.